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ABSTRACT

Information on the fall 1990 salaries and benefits of faculty, staff, and administrators employed in the Illinois public community college system is presented in this report. After introductory material summarizes the report, statewide and institutional data are provided on: (1) fiscal year (FY) 1991 contractual base salaries for full-time faculty; (2) FY91 part-time faculty salary rates and full-time faculty overload and summer term rates; (3) salaries based on FY91 salary schedules for full-time faculty with a master's degree; (4) institutional policies related to faculty salaries and contracts; (5) FY91 contractual base salaries for non-instructional, professional staff; (6) FY91 contractual base salaries for administrative staff; (7) salaries paid to selected administrators during FY91; (8) FY91 monthly classified staff salaries; (9) fringe benefits for full-time employees; (10) FY91 mean percentage salary increases; (11) FY90 average total salary actually paid; and (12) statewide average annual contractual salaries and salary percentage increases for FY87 to FY91. Highlighted findings indicated that the weighted average salary for full-time faculty on a 9-month contract was $40,434, for administrators on a 12-month contract was $44,925, and for non-instructional staff on a 9-month contract was $39,887. The value of fringe benefits paid for these three employee groups was $3,450, $3,916, and $3,386, respectively. Extensive data tables are included. (GFW)

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Fall 1990 Salary Survey Report
for the
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Illinois Community College Board

FALL 1990 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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HIGHLIGHTS OF THE FALL 1990 SALARY SURVEY REPORT

1. Fiscal Year 1990 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1989 and June 30, 1990.

Faculty (9 and 12 month)	$44,556
Administrative (12 month)	$45,500
Other (Non-Teaching) Professional (9 and 12 month)	$30,579

2. Fiscal Year 1990 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 3,450
Administrative (12 month)	$ 3,916
Other (Non-Teaching) Professional (9 month)	$ 3,386
Classified (12 month)	$ 3,341

3. Fiscal Year 1991 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$40,434
Administrative (12 month)	$44,925
Other (Non-Teaching) Professional (9 month)	$39,887

4. Fiscal Year 1991 Weighted Average Salary Increases.

Faculty (9 month)	6.9%
Administrative (12 month)	6.7%
Other (Non-Teaching) Professional (9 month)	6.0%
Classified (12 month)	6.5%

5. Fiscal Year 1991 Average Salary Rates.

Part-Time Faculty Rate	$353/credit hour
Full-Time Faculty Overload Rate	$429/credit hour
Full-Time Faculty Summer Rate	$527/credit hour

6. Fiscal Year 1991 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$21,971
Master's Degree, Plus Zero Hours (5 Years Experience)	$25,777
Master's Degree, Maximum Hours (5 Years Experience)	$30,874
Master's Degree, Maximum Hours (Maximum Experience)	$45,618

INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 50 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1990 total salaries actually paid to faculty, administrators, other (non-teaching) professionals, and classified staff.

Section I

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1991.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1991 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range			State
	Low	-	High	Average
Low Faculty Salaries	$18,179	-	$31,583	$22,942
Average Faculty Salaries	$28,335	-	$50,712	$40,434
High Faculty Salaries	$37,588	-	$61,886	$47,446
Median Faculty Salaries	$27,624	-	$52,980	$37,449

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Table 2

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1991 Salaries			Median FY 1991 Salary
			Lowest	Average	Highest	
522	Belleville	99	$23,000	$41,990	$54,188	$44,640
503	Black Hawk	146	21,381	34,558	44,382	32,882
508	Chicago	909	20,862	45,990	61,886	47,522
507	Danville	56	18,179	31,377	42,557	33,554
502	DuPage	248	23,951	43,428	56,068	40,326
509	Elgin	96	21,225	40,900	51,058	41,535
512	Harper	167	26,643	47,688	60,040	50,334
519	Highland	46	19,519	30,677	41,246	30,844
514	Illinois Central	177	20,555	36,469	48,555	37,540
529	Illinois Eastern	96	19,727	28,335	37,588	27,624
513	Illinois Valley	75	22,214	34,071	41,077	31,646
525	Joliet	144	24,517	41,418	53,097	42,979
520	Kankakee	48	21,972	31,901	43,480	32,860
501	Kaskaskia	51	21,600	32,226	40,975	33,775
523	Kishwaukee	69	20,500	30,944	44,888	29,651
532	Lake County	157	28,695	50,712	58,690	52,980
517	Lake Land	88	21,459	32,554	41,589	32,079
536	Lewis & Clark	80	26,163	37,726	43,844	38,603
526	Lincoln Land	119	23,898	40,300	48,368	41,782
530	Logan	77	23,607	34,950	46,969	34,377
528	McHenry	56	25,016	36,723	48,144	36,344
524	Moraine Valley	162	25,302	40,146	55,072	39,981
527	Morton	53	31,583	43,327	51,040	43,577
535	Oakton	129	27,906	47,930	59,440	49,369
505	Parkland	131	21,636	38,082	50,982	38,411
515	Prairie State	84	22,137	37,549	48,242	37,191
521	Rend Lake	40	23,446	32,528	42,817	32,756
537	Richland	44	22,010	33,548	41,064	35,461
511	Rock Valley	131	22,527	38,009	47,727	37,647
518	Sandburg	50	22,915	31,882	41,474	30,900
506	Sauk Valley	48	19,118	30,653	39,549	31,488
531	Shawnee	27	20,307	30,686	40,043	29,691
510	South Suburban	105	21,818	40,197	51,515	41,658
533	Southeastern	48	22,686	32,958	42,716	33,880
534	Spoon River	33	21,215	32,199	39,803	31,542
601	State Comm. Coll.	33	21,312	31,434	38,060	31,371
504	Triton	201	24,337	45,023	57,540	47,997
516	Waubonsee	60	26,840	37,763	47,164	38,149
539	Wood	0	20,045	20,045	20,045	20,045
	TOTAL/AVERAGES	4,383	$22,942	$40,434	$47,446	$37,449*

*Average of college reported medians.

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Table 3

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1991 Salaries			Median FY 1991 Salary
			Lowest	Average	Highest	
522	Belleville	6	$31,899	$48,034	$65,182	$45,669
503	Black Hawk	7	27,813	31,136	35,160	31,487
508	Chicago	0	--	--	--	--
507	Danville	7	19,773	23,367	28,645	22,709
502	DuPage	0	--	--	--	--
509	Elgin	0	--	--	--	--
512	Harper	0	--	--	--	--
519	Highland	0	--	--	--	--
514	Illinois Central	0	--	--	--	--
529	Illinois Eastern	13	25,974	33,966	34,632	34,632
513	Illinois Valley	0	--	--	--	--
525	Joliet	0	--	--	--	--
520	Kankakee	6	36,240	43,967	52,434	44,080
501	Kaskaskia	0	--	--	--	--
523	Kishwaukee	0	--	--	--	--
532	Lake County	0	--	--	--	--
517	Lake Land	7	27,833	33,250	38,182	33,423
536	Lewis & Clark	0	--	--	--	--
526	Lincoln Land	0	--	--	--	--
530	Logan	0	--	--	--	--
528	McHenry	0	--	--	--	--
524	Moraine Valley	21	36,529	50,075	64,391	47,074
527	Morton	0	--	--	--	--
535	Oakton	0	--	--	--	--
505	Parkland	0	--	--	--	--
515	Prairie State	0	--	--	--	--
521	Rend Lake	16	38,693	44,459	53,818	42,547
537	Richland	0	--	--	--	--
511	Rock Valley	8	22,263	26,058	37,343	24,781
518	Sandburg	0	--	--	--	--
506	Sauk Valley	2	36,142	38,507	40,872	38,507
531	Shawnee	2	25,035	32,305	39,574	32,305
510	South Suburban	0	--	--	--	--
533	Southeastern	0	--	--	--	--
534	Spoon River	0	--	--	--	--
601	State Comm. Coll.	0	--	--	--	--
504	Triton	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
539	Wood	34	21,000	28,598	45,750	27,300
	TOTAL/AVERAGES	129	$29,100	$36,381	$44,665	$35,376*

*Average of college reported medians.
-- = Not Applicable

Section II

FISCAL YEAR 1991 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1991.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1991 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	$226	$429	$1,073
Summer Term Rates (Full-time Faculty)	$272	$527	$1,086
Part-time Faculty Rates	$226	$353	$1,636

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Table 5

FISCAL YEAR 1991 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
522	Belleville	$ 329	$ 605	$ 585
503	Black Hawk	353	405	400
508	Chicago	1636	*	*
507	Danville	315	370	375
502	DuPage	365	380	1086
509	Elgin	350	450	550
512	Harper	430	450	1047
519	Highland	275	509	509
514	Illinois Central	345	425	1014
529	Illinois Eastern	226	226	375
513	Illinois Valley	382	350	450
525	Joliet	312	386	386
520	Kankakee	320	395	388
501	Kaskaskia	272	349	325
523	Kishwaukee	235	600	600
532	Lake County	385	405	405
517	Lake Land	275	275	275
536	Lewis & Clark	300	325	325
526	Lincoln Land	368	534	518
530	Logan	290	390	490
528	McHenry	317	317	317
524	Moraine Valley	295	670	937
527	Morton	304	304	304
535	Oakton	443	455	455
505	Parkland	431	417	585
515	Prairie State	260	272	272
521	Rend Lake	288	450	550
537	Richland	397	409	592
511	Rock Valley	294	424	559
518	Sandburg	290	290	428
506	Sauk Valley	237	325	350
531	Shawnee	250	400	300
510	South Suburban	290	692	751
533	Southeastern	270	410	445
534	Spoon River	287	1073	1073
601	State Comm. Coll.	375	425	719
504	Triton	DNA	DNA	DNA
516	Waubonsee	320	417	447
539	Wood	300	300	300
	AVERAGES	$ 353	$ 429	$ 527

*Prorated based on contractual salary.
DNA = Data Not Available

Section III

SALARIES BASED ON FISCAL YEAR 1991 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1991 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1991 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1991 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Salary Schedule Categories	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$18,415 - $28,695	$21,971
Master's Degree, Plus Zero Hours (5 Years Experience)	$20,500 - $37,100	$25,777
Master's Degree, Maximum Hours (5 Years Experience)	$22,700 - $45,356	$30,874
Master's Degree, Maximum Hours (Maximum Experience)	$24,954 - $64,671	$45,618

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1991

Dist. No.	District	Zero Hours, No Experience	Zero Hours, 5 Years Experience	Maximum Hours, 5 Years Experience	Maximum Hours, Highest Salary
522	Belleville	$24,800	$27,700	$30,628	$44,835
503	Black Hawk	20,407	29,631	30,566	44,382
508	Chicago	23,383	27,884	30,952	64,671
507	Danville	18,645	--	--	42,557
502	DuPage	23,951	28,306	35,383	56,068
509	Elgin	21,225	26,001	35,436	51,058
512	Harper	25,817	28,376	39,122	60,040
519	Highland	20,081	24,358	29,921	40,142
514	Illinois Central	20,550	--	--	48,560
529	Illinois Eastern	20,180	--	--	36,978
513	Illinois Valley	22,073	23,940	28,324	40,141
525	Joliet	25,415	26,975	31,224	51,849
520	Kankakee	20,511	21,331	24,954	24,954
501	Kaskaskia	19,340	22,715	27,440	41,615
523	Kishwaukee	--	--	--	--
532	Lake County	28,695	37,100	45,356	55,800
517	Lake Land	20,344	22,969	23,855	N/A
536	Lewis & Clark	20,152	24,119	25,637	37,581
526	Lincoln Land	20,428	23,898	27,665	46,065
530	Logan	23,457	27,057	31,047	45,447
528	McHenry	23,600	25,488	34,220	35,636
524	Moraine Valley	20,707	23,494	34,130	56,487
527	Morton	26,080	31,583	34,753	49,006
535	Oakton	25,738	27,906	36,578	59,440
505	Parkland	18,500	20,500	22,700	30,000
515	Prairie State	20,260	24,648	29,960	49,313
521	Rend Lake	23,446	26,133	30,197	42,237
537	Richland	20,380	24,456	29,551	41,779
511	Rock Valley	22,527	26,559	30,591	45,711
518	Sandburg	18,415	22,165	24,325	37,400
506	Sauk Valley	20,022	23,254	34,751	47,213
531	Shawnee	21,000	24,035	27,710	39,243
510	South Suburban	18,928	22,876	26,762	49,534
533	Southeastern	23,128	26,442	30,051	42,201
534	Spoon River	20,182	23,280	29,476	39,803
601	State Comm. Coll.	22,000	24,000	28,000	34,000
504	Triton	23,179	28,174	34,713	43,241
516	Waubonsee	25,368	29,048	33,717	46,189
539	Wood	--	--	--	--
	AVERAGES	$21,971	$25,777	$30,874	$45,618

-- = Not Applicable

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1991

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 39 community college districts in Illinois, 12 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-eight public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1991

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 32	29.8
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12 - 25	16.3
Average Weekly Office/Academic Advising Hours	4 - 13.5	7.2
Length of Full-time Faculty Academic Year Contract in Weeks	30 - 52	35.6

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1991

Dist. No.	District	Average Yearly Semester Credit Hours Taught	Average Weekly Class Contact Hrs. Teaching	Average Weekly Office/Academic Advising Hours*	Professional Rank	Length of Academic Year (in weeks	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
522	Belleville	30	15	10	No	39	Yes	Yes	3	Yes	Yes	IFT/AAUP
503	Black Hawk	30	25	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT
508	Chicago	25	12	4	Yes	36	Yes	Yes	4	Yes	Yes	IFT
507	Danville	30	20	10	No	35	Yes	Yes	2	Yes	Yes	IEA
502	DuPage	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA
509	Elgin	32	15	10	No	36	Yes	Yes	3	Yes	Yes	IFT
512	Harper	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
519	Highland	30	16	5	No	36	Yes	Yes	3	Yes	Yes	IFT
514	Illinois Central	27	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
529	Illinois Eastern	30	DNA	5	No	39	Yes	Yes	5	Yes	Yes	IEA
513	Illinois Valley	30	15	10	No	34	Yes	Yes	3	Yes	Yes	IFT
525	Joliet	30	17.5	7	No	44	Yes	Yes	3	Yes	Yes	IFT
520	Kankakee	31	16.5	13.5	No	40	Yes	Yes	3	Yes	Yes	IFT
501	Kaskaskia	30	18	7.5	No	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
523	Kishwaukee	30	17	5	No	34	Yes	Yes	3	No	Yes	IFT
532	Lake County	30	15	10	No	33	Yes	Yes	2	Yes	Yes	IFT
517	Lake Land	30	15	5	No	35	Yes	Yes	2	Yes	Yes	IFT
536	Lewis & Clark	30	16	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA
526	Lincoln Land	25	16	6	No	39	Yes	Yes	3	Yes	Yes	IFT
530	Logan	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA
528	McHenry	30	15	5	No	30	Yes	Yes	2	Yes	Yes	IEA
524	Moraine Valley	30	DNA	4	Yes	34	Yes	Yes	3	Yes	Yes	IFT/CCTU
527	Morton	30	15	5	No	36	Yes	Yes	3	Yes	Yes	IFT
535	Oakton	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA
505	Parkland	30	15	5	No	31	Yes	Yes	2	Yes	Yes	Faculty Assn.
515	Prairie State	30	15	4	No	35	Yes	Yes	3	Yes	Yes	IFT
521	Rend Lake	31	17.5	5	No	36	Yes	Yes	2	Yes	Yes	IFT
537	Richland	30	17	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT
511	Rock Valley	30	15	7.5	No	33	Yes	Yes	3	Yes	No	--
518	Sandburg	30	15	5	Yes	32	Yes	No	1	Yes	Yes	Faculty Assn.
506	Sauk Valley	32	16	5	Yes	35	Yes	Yes	2	Yes	Yes	IEA
531	Shawnee	31	21	10	No	44	Yes	Yes	4	Yes	Yes	IEA
510	South Suburban	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT
533	Southeastern	30	20	10	No	31	Yes	Yes	3	Yes	Yes	IEA
534	Spoon River	30	18	8	No	39	Yes	Yes	2	Yes	Yes	IEA
601	State Comm. Coll.	30	15	10	No	36	Yes	Yes	3	Yes	Yes	IFT
504	Triton	30	DNA	5	No	30	Yes	Yes	3	Yes	Yes	IFT
516	Waubonsee	30	16.5	5	No	32	Yes	Yes	2	Yes	Yes	IFT
539	Wood	**	**	**	No	52	No	--	--	No	No	--
	TOTALS/AVERAGES	29.8	16.3	7.2	12 = Yes 27 = No	35.6	38 = Yes 1 = No	37 = Yes 1 = No	1 = 1 10 = 2 24 = 3 2 = 4 1 = 5	37 = Yes 2 = No	37 = Yes 2 = No	1 = AAUP 4 = Faculty Assoc. 11 = IEA 21 = IFT

*At many colleges, weekly advising hours are included with weekly office hours.
**All full-time employees are employed on a 12-month basis with a standard 40-hour work week.
-- = Not Applicable
DNA = Data Not Available

Section V

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1991 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (non-teaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (non-teaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (non-teaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (non-teaching) professional staff with 9-month contracts was $39,887. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was $27,662.

Table 10

SUMMARY OF FISCAL YEAR 1991 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$10,800	$43,577	$26,530
Lowest Salaries (12 month)	$10,200	$34,501	$20,570
Average Salaries (9 month)	$15,018	$54,196	$39,887
Average Salaries (12 month)	$21,735	$47,511	$27,662
Highest Salaries (9 month)	$22,470	$60,040	$44,621
Highest Salaries (12 month)	$24,744	$60,016	$41,364
Median Salaries (9 month)	$13,400	$55,800	$36,250
Median Salaries (12 month)	$20,364	$51,483	$28,399

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Table 11

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1991 Salary Lowest	Average	Highest	Median FY 1991 Salary
522	Belleville	4	$25,542	$32,551	$44,640	$42,782
503	Black Hawk	5	26,577	31,664	37,995	32,286
508	Chicago	78	24,435	44,298	58,264	47,522
507	Danville	6	19,324	27,182	35,913	29,148
502	DuPage	26	28,306	46,035	54,979	45,547
509	Elgin	9	25,046	37,325	51,058	34,597
512	Harper	21	26,643	45,650	60,040	47,355
519	Highland	0	--	--	--	--
514	Illinois Central	7	28,600	38,616	48,555	36,590
529	Illinois Eastern	0	--	--	--	--
513	Illinois Valley	4	40,141	40,141	40,141	40,141
525	Joliet	9	27,253	43,702	53,097	47,474
520	Kankakee	0	--	--	--	--
501	Kaskaskia	5	20,950	30,125	40,975	26,775
523	Kishwaukee	10	15,600	23,378	31,127	24,059
532	Lake County	15	39,009	54,196	58,690	55,800
517	Lake Land	8	20,345	26,936	39,213	23,900
536	Lewis & Clark	0	--	--	--	--
526	Lincoln Land	9	39,793	45,695	48,368	46,065
530	Logan	0	--	--	--	--
528	McHenry	8	32,096	36,787	39,884	37,760
524	Moraine Valley	23	14,338	31,606	48,002	28,722
527	Morton	4	43,577	46,796	49,206	47,201
535	Oakton	23	26,822	46,391	59,440	47,948
505	Parkland	8	15,172	26,021	45,475	21,538
515	Prairie State	5	35,082	41,131	47,599	40,226
521	Rend Lake	4	10,800	15,018	22,470	13,400
537	Richland	0	--	--	--	--
511	Rock Valley	7	35,631	46,725	53,030	53,030
518	Carl Sandburg	3	22,915	25,812	27,265	27,265
506	Sauk Valley	2	27,604	31,753	35,901	31,753
531	Shawnee	0	--	--	--	--
510	South Suburban	13	23,985	34,020	49,534	33,414
533	Southeastern	4	25,338	26,111	27,989	25,559
534	Spoon River	2	19,495	26,035	32,574	26,035
601	State Comm. Coll.	0	--	--	--	--
504	Triton	16	23,179	39,227	57,540	34,478
516	Waubonsee	3	32,307	37,032	39,656	39,134
539	John Wood	0	--	--	--	--
	TOTALS/AVERAGES	341	$26,530	$39,887	$44,621	$36,250*

*Average of college reported medians.
-- = Not Applicable

Illinois Community College Board

Table 12

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1991 Salary Lowest	Average	Highest	Median FY 1991 Salary
522	Belleville	9	$34501	$47511	$60016	$51483
503	Black Hawk	4	32690	38147	49730	41210
508	Chicago	752	10200	27633	47665	26838
507	Danville	19	17000	24161	40683	23153
502	DuPage	0	--	--	--	--
509	Elgin	0	--	--	--	--
512	Harper	0	--	--	--	--
519	Highland	24	15750	21735	32000	21000
514	Illinois Central	27	21000	31007	44410	29670
529	Illinois Eastern	38	17769	27061	54394	24379
513	Illinois Valley	10	19000	32871	41640	30320
525	Joliet	0	--	--	--	--
520	Kankakee	39	13692	21892	46212	21000
501	Kaskaskia	0	--	--	--	--
523	Kishwaukee	6	23350	28850	40900	28000
532	Lake County	4	33342	41012	50516	39731
517	Lake Land	22	15986	24813	31529	24551
536	Lewis & Clark	35	14791	22927	36238	21751
526	Lincoln Land	3	25529	30179	33896	31111
530	Logan	13	23500	38367	47385	41543
528	McHenry	20	18554	23001	31138	22464
524	Moraine Valley	66	20020	27690	44940	27637
527	Morton	0	--	--	--	--
535	Oakton	0	--	--	--	--
505	Parkland	30	18745	30627	56777	28340
515	Prairie State	0	--	--	--	--
521	Rend Lake	6	17350	25839	33000	24500
537	Richland	7	23251	38336	51450	34872
511	Rock Valley	28	22263	32596	43643	30580
518	Carl Sandburg	4	15432	22203	24744	24318
506	Sauk Valley	6	22912	28658	40862	26645
531	Shawnee	10	22300	25380	29800	24000
510	South Suburban	0	--	--	--	--
533	Southeastern	7	16380	27983	42202	32881
534	Spoon River	11	19750	23224	28843	20364
539	State Comm. Coll.	9	22892	31036	40627	28000
504	Triton	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
539	Wood	21	18000	27275	32945	27636
	TOTALS/AVERAGES	1230	$20570	$27662	$41364	$28399*

*Average of college reported medians.
-- = Not Applicable

Section VI

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1991. The weighted average administrative staff salary ranged from a low of $34,203 to a high of $61,675. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1991 salaries; and the median fiscal year 1991 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (non-teaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1991 was $44,925. The lowest reported administrative salary was $12,500, and the highest was $105,500. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1991 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Administrative Salaries	$12,500	$ 42,181	$27,575
Average Administrative Salaries	$34,203	$ 61,675	$44,925
Highest Administrative Salaries	$52,500	$105,500	$81,860
Median Administrative Salaries	$26,858	$ 61,838	$44,929

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Table 14

FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of Current FY 1991 Salaries Lowest	Average	Highest	Median FY 1991 Salary
522	Belleville	58	$20,300	$39,872	$ 91,300	$33,017
503	Black Hawk	33	28,607	48,041	79,200	53,904
508	Chicago	266	24,586	45,558	102,185	43,440
507	Danville	23	30,000	44,132	83,952	42,368
502	DuPage	46	40,897	61,675	105,500	59,912
509	Elgin	36	25,000	48,632	86,000	47,150
512	Harper	31	42,181	60,069	100,100	61,597
519	Highland	15	27,250	45,524	75,447	45,815
514	Illinois Central	41	35,145	53,481	88,275	53,760
529	Illinois Eastern	28	23,478	36,887	74,000	26,858
513	Illinois Valley	12	29,100	48,144	75,960	52,530
525	Joliet	45	24,910	39,107	88,633	35,727
520	Kankakee	20	24,000	42,251	74,000	42,133
501	Kaskaskia	33	15,000	34,203	65,000	30,740
523	Kishwaukee	20	28,894	44,084	82,000	38,750
532	Lake County	43	23,800	50,830	103,000	54,380
517	Lake Land	19	22,841	43,241	71,663	42,058
536	Lewis & Clark	26	12,500	40,935	82,500	34,350
526	Lincoln Land	28	29,021	46,955	89,130	45,341
530	Logan	20	29,384	50,911	82,940	50,311
528	McHenry	24	33,100	41,503	75,000	41,360
524	Moraine Valley	14	38,239	53,989	87,060	51,372
527	Morton	28	26,476	50,500	82,429	45,428
535	Oakton	30	40,813	61,391	94,164	61,838
505	Parkland	39	24,967	49,090	82,000	50,613
515	Prairie State	20	25,615	43,882	85,978	42,302
521	Rend Lake	22	29,500	46,300	70,000	47,806
537	Richland	21	22,576	43,451	80,000	46,063
511	Rock Valley	32	25,123	44,844	90,000	42,812
518	Carl Sandburg	13	28,928	43,771	73,712	40,950
506	Sauk Valley	21	24,594	44,792	80,657	44,070
531	Shawnee	10	20,000	37,750	52,500	35,150
510	South Suburban	33	27,500	49,890	82,000	51,132
533	Southeastern	17	12,840	38,982	80,000	35,177
534	Spoon River	14	28,223	42,663	63,900	45,685
601	State Comm. Coll.	8	26,531	37,994	56,285	36,398
504	Triton	32	41,149	55,843	82,708	54,763
516	Waubonsee	23	32,000	51,746	93,870	48,500
539	John Wood	15	30,373	42,996	79,500	36,662
	TOTALS/AVERAGES	1,259	$27,575	$44,925	$81,860	$44,929*

*Average of college reported medians.

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990

A summary of the fiscal year 1991 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1991. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1991 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State Average
Executive of the District	$56,295	$105,500	$83,464
Campus Administrator	$46,000	$ 84,000	$71,979
Finance Officer	$38,836	$ 93,782	$64,236
Academic Officer	$46,131	$ 83,130	$61,234
Student Services Officer	$47,122	$ 82,429	$56,417
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$34,171	$ 65,297	$48,564
Occupational/Career Education Officer	$35,000	$ 65,297	$53,338
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$20,837	$ 65,297	$48,626
Director of Data Processing	$22,390	$ 70,227	$48,473
Director of Research & Planning	$27,720	$ 66,793	$47,200
Admissions and Records Officer	$25,914	$ 68,842	$46,608
Director of Counseling	$30,870	$ 65,350	$49,503
Director of Financial Aid	$21,873	$ 31,337	$37,068
Director of Job Placement	$21,000	$ 48,476	$30,580
Director of Student Activities	$25,542	$ 63,392	$38,094
Director of Library/LRC	$26,977	$ 66,593	$42,844
Development/Grants Officer	$27,971	$ 65,000	$47,303
Public Relations Officer	$23,938	$ 61,736	$38,049
Director of Personnel	$22,841	$ 65,795	$47,480
Director of Business Services	$24,379	$ 67,351	$42,506
Director of Physical Facilities/Grounds	$27,485	$ 66,073	$43,475
Director of Adult Education	$27,028	$ 65,297	$40,854
Director of Athletics	$20,000	$ 65,484	$43,867
Controller	$23,498	$ 66,639	$42,465

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991

Dist.		Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
No.	District	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$ 91300	3		$63800	2		$73295	5		$66000	2	
503	Black Hawk	79200	3	1	58161	4	2	60170	2	2	63012	1	2
508	Chicago	102185	3	1	82700 (8)	2/15	2	93782		2	59818 (9)	2/9	2
507	Danville	85598	2	1				61425	2	2	64004	7	2
502	DuPage	105500	12	1	84000	15	2	81250	11	2	66793	11	3
509	Elgin	86000	3	1				71000	10	2	66000	4	2
512	Harper	100100	2	1				82752	5	2	72500		2
519	Highland	75447	10	1				60250	18	2	53850	4	2
514	Illinois Central	88275	2	1				66005	11	2	66455	2	2
529	Illinois Eastern	74000	7	1	59525 (4)	9	2						3
513	Illinois Valley	75960	16					61300	17		59350	13	
525	Joliet	88633	5					70225	5		65607	4	
520	Kankakee	74000	3	1				54814	6	2			
501	Kaskaskia	65000	3	1				55485	29	2	51506	9	2
523	Kishwaukee	82000	12	1				43200	13	2	56600	3	3
532	Lake County	103300	4	1				74897	5	2	74175	1	2
517	Lake Land	71663	2	1				56770	4	2	59214	6	2
536	Lewis & Clark	82500	7	1				65900	3	2			
526	Lincoln Land	89130	2	1				61971	5	2	63765	1	2
530	Logan	82940	2	1				68336	16	2	68669	11	2
528	McHenry	75000	10	1				59062	10	2	59062	6	2
524	Moraine Valley	*						79465	5	2	74551	5	2
527	Morton	87060	5	1				66231	5	2	65228	5	2
535	Oakton	94164	6	1				84403	18	2	83130	5	2
505	Parkland	82000	0	1				67600	2	2	62350	2	2
515	Prairie State	88045	4	1				65630	15		58317	4	
521	Rend Lake	70000	1	1				56600	6	2	62000	2	2
537	Richland	80000		1				53769	9	2	53988	3	2
511	Rock Valley	90000	21					60824	16		69700	19	
518	Sandburg	73712	7					56190	11		51419	4	
506	Sauk Valley	80657	4	1				63130	25	2	58984	2	2
531	Shawnee	*						52500	4		52500	2	
510	South Suburban	82000	3	1				60012	2	2	72440	7	2
533	Southeastern	86250	17	1				60097	21	2	62106	11	2
534	Spoon River	63900	4	1				50360	4	2	52500	1	2
601	State Comm. Coll.	56285	4		46000	0	0	38836	4		50979		
504	Triton	103000						75000		2	82708	3	2
516	Waubonsee	93870	9	1				70500	13	2	71000	3	2
539	Wood	79500	2	1				57943	13	2	55907	2	2
	Number of Persons	37			16			38			48		
	AVERAGES	$ 83464			$71979			$64236			$61234		

*Vacant

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991
(Continued)

Dist. No.	District	Student Services Officer			Bacc./Univ. Parallel Officer			Occupational Career Officer			Continuing Education Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$54500	2		$57767 (2)	4		$62033 (3)	7		$57200	2	
503	Black Hawk	61814	13	2	56194	0	3	57264		3	57037	2	3
508	Chicago	51841 (9)	1/10		43827 (19)	1/9		51395 (6)	1/11		47585 (9)	1/6	
507	Danville	47613	1	2				54710	1	2	20837	2	3
502	DuPage	47122	0	3	65297	1	3	65297	3	3	65297	2	3
509	Elgin	56200	10	2							57000	11	3
512	Harper	74414	4	2							60345	12	4
519	Highland	50000	0	2							42000		3
514	Illinois Central	60945	11	1	61790	10	3	59520	4	3	63325	15	3
529	Illinois Eastern												
513	Illinois Valley	50500	14					46400	13		48705	11	0
525	Joliet	63034	4					56056	4		56056	4	
520	Kankakee	47504	6	2				48900	12	3	51568	8	
501	Kaskaskia	48808	9	3	51263	7	3	48808	9	4	48200	12	4
523	Kishwaukee	50200	10	3	53400	3	3	57700	13	3	46000	10	3
532	Lake County	70449	18	3				50456	6	4			
517	Lake Land	56770	10	2				49033	5	3	35388	6	4
536	Lewis & Clark	60700	3	2				51840	2	3	43200	1	3
526	Lincoln Land	60631	1	2				57131	10	3	57095	20	3
530	Logan	64500	2	2	44805	2	4				49285	8	4
528	McHenry	51000	3	2							51366	9	3
524	Moraine Valley	82429	16	2	54716	4	3	59253	5	3	63502	5	3
527	Morton	63323	9	2	51740	14	3	45564	3	3	51003	9	3
535	Oakton	73554	4	2							64601	5	3
505	Parkland	64433	2	2				46557	6	3	43917	6	3
515	Prairie State	47398	2					46129			31176	2	
521	Rend Lake	53300	5	2				58750	11	2			
537	Richland	49332	2	2									
511	Rock Valley	49254	6		60617	13		60824	15		60824	12	
518	Sandburg	50232	4		34171	6		40950	1		40900	0	
506	Sauk Valley	56007	19	2	47649	9	3	51693	4	3	45979	9	3
531	Shawnee	52500	5								37300	13	
510	South Suburban	65716	7	2	58550	2	3	61874	2	3	54140	9	3
533	Southeastern	58897	18	2				54279	6	3	40212	15	3
534	Spoon River							46784	6	2			
601	State Comm. Coll.	47170	13	2				35000		3	27756	4	3
504	Triton	74000	3	2	47805	1	3	63255 (3)	2	3	62232	3	3
516	Waubonsee	55000	1	3	63500	8	3	48500	8	4	32000		4
539	Wood	52925	2	2				36662	5	3	48564	14	2
	Number of Persons	45			35			39			41		
	AVERAGES	$56417			$48564			$53338			$48626		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991
(Continued)

Dist. No.	District	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$44450	3		$			$50400	2		$50000	1	
503	Black Hawk	51702	7	2	52231	3	2	52741	23	3			
508	Chicago	54894	2		44847 (2)	1/3		45068 (7)					
507	Danville	31799	11	3	44388	1	2	40683	12	4	30870	2	4
502	DuPage	70227	5	3	61258	8	4	65297	4	4	61031	11	4
509	Elgin	58200	8	3				36900	10	4	53600	17	4
512	Harper	65217	10	3	59916	19	3	60180	11	3	50689	4	3
519	Highland	27250	2	3									
514	Illinois Central	49220	13	3	60460	11	2	57010	6	3	50040	12	3
529	Illinois Eastern	39487	2	2	44686	22	2						
513	Illinois Valley	51400	12					37450	12				
525	Joliet	52338	4		45025	4	0	38902	4		52338	7	
520	Kankakee	45580	2	3				41074	3	3	42535	2	3
501	Kaskaskia	47366	13	3				43747	11	5			
523	Kishwaukee	51900	12	3				39500	9	4			
532	Lake County	63392	16	3	42227	1	2	63392	18	4	44575	4	4
517	Lake Land	42334	5	4				25914	2	5			
536	Lewis & Clark	45750	19	3				41400	8	3			
526	Lincoln Land	42948	18	4				49184	10	3	55982	22	3
530	Logan	39717	9	4				52300	2	3			
528	McHenry	48347	12	3	42824	11	3						
524	Moraine Valley	56242	2	3	32447	5	3	55293	8	3	65350	7	3
527	Morton	54122	3	3				40568	2	3			
535	Oakton	68842	20	3	66793	5	3	68842	21	3	61838	3	3
505	Parkland	39500	3	3				43317	12	3	55570	2	3
515	Prairie State	50687	5		27720	1	0	45639	13				
521	Rend Lake							35700	10	3	38550	4	3
537	Richland	34261	9	4				46063	2	4			
511	Rock Valley	51757	1					47109	12				
518	Sandburg	44922	14					37714	13				
506	Sauk Valley	46092	19	4	46064	9	4	38048	2	4			
531	Shawnee	33000	7										
510	South Suburban										40066	13	4
533	Southeastern	52509	10	5				57220	2	4			
534	Spoon River	43123	12	3	38688	13	2				33708	7	3
601	State Comm. Coll.	22390	2	3				32699	10	3	39594		3
504	Triton	68028	13	4	47981	7	5	64730	2	3	56615	2	3
516	Waubonsee	60000	12	3									
539	Wood	44523	11	3									
	Number of Persons	37			17			37			18		
	AVERAGES	$48473			$47200			$46608			$49503		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991
(Continued)

Dist. No.	District	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$37100	3		$26100	2		$26500	1		$57757	21	
503	Black Hawk	50110	22	3							30351	8	3
508	Chicago	42894 (8)	2/10		28543 (5)	1/3		36168 (4)	1/3		47338	5	
507	Danville				24962	2	4				48193	9	3
502	DuPage										58565	5	3
509	Elgin							47600	7	2	60300	19	3
512	Harper	43702	3	4	42181	4	4	47707	13	3	58707	4	3
519	Highland	36900	7	3	21000	3	4				37450	7	3
514	Illinois Central	41525	6	3							60335	18	3
529	Illinois Eastern	24379 (3)	6								26977 (4)	10	
513	Illinois Valley	29100	4								41670	20	
525	Joliet	36770	7		28301	4		30112	1				
520	Kankakee	34949	3	3				25542	3	3			
501	Kaskaskia	21873	5	5				30740	2	4	44489	15	3
523	Kishwaukee	29941	10	4							29651	1	4
532	Lake County	48593	9	4	34960	7	5	63392	21	4	66593	19	3
517	Lake Land	35749	18	5	21966	0	5				34661	19	5
536	Lewis & Clark	28600	6	4	28600	1	4	45500	6	3	33500	1	3
526	Lincoln Land	38063	6	4				38191	5	4			
530	Logan	51337	9	4	34960	7	5	43425	17	4	60626	19	3
528	McHenry	34500	1	3				34200		3	49800	2	2
524	Moraine Valley	32900	1	4	32355	3	5	26476	3	4	38151	3	4
527	Morton										41984	1	3
535	Oakton							40813	4	3	42000		3
505	Parkland	32760	2	4	48476	1	4	54752	2	3	42500	2	3
515	Prairie State							37155	5		35293	4	
521	Rend Lake	34150	10	3							47800	11	3
537	Richland	29628	2	4				37663	6	4	51147	9	4
511	Rock Valley	45208	10					35588	3		52443	21	
518	Sandburg	28928	6								41005	6	
506	Sauk Valley	46092	20	4									
531	Shawnee	32000	1								39500	21	
510	South Suburban	43831	2	5				33777	4	5	44201	4	5
533	Southeastern	38432	7	4							42202	26	4
534	Spoon River							44653	17	3	33401	6	3
601	State Comm. Coll.	27692	6	3	33279	5	4				36544	15	3
504	Triton	41149	3	5									
516	Waubonsee										39250	2	3
539	Wood	34867	9	3				25800		3	29905	2	3
	Number of Persons	40			17			24			37		
	AVERAGES	$37068			$30580			$38094			$42844		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991
(Continued)

Dist. No.	District	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$48900	2		$32500	2		$53191	7		$42286	19	
503	Black Hawk				41601	6	3	49368	2	2	41998	3	3
508	Chicago	47745 (2)	1/2		34428 (3)	1/5					48022 (10)	2/16	
507	Danville				30291	3	2	48852	4	2			
502	DuPage	40897		3	54310	8	4	65795	4	3	58565	5	4
509	Elgin	65000	13	2	46700	19	2	42400		3	52000	17	3
512	Harper	60000	4	3				60450	8	3	67351	5	3
519	Highland	28250	3	4	26000	0	4				26650	10	4
514	Illinois Central	61175	2	3	45650	9	3	58660	13	3			
529	Illinois Eastern				23938 (2)	3		26858	4	2	24379 (4)	3	3
513	Illinois Valley				42800	21							
525	Joliet	52338	2					47586	7		46730	10	
520	Kankakee				40451	5	2				36040	8	3
501	Kaskaskia	27971	5	3	43789	2	4						
523	Kishwaukee	40700	6	2	31300	7	2						
532	Lake County	32250	1	4				40850	1	3			
517	Lake Land				30746	7	4	22841	7	5	42058	13	4
536	Lewis & Clark				43200	2	3						
526	Lincoln Land				30300	1	4	48731	16	4	43400	1	3
530	Logan	51488	15	4	37555	6	4						
528	McHenry				38281	15	3	39367	12	3	35550	7	3
524	Moraine Valley	54600	1	2	33346	6	3	45428	7	3	37482	5	3
527	Morton				52568	19	3	50966	5	3			
535	Oakton	48600	6	3	58118	5	3	62183	13	3	48993	9	3
505	Parkland							37500	1	3			
515	Prairie State				33300			41880	6				
521	Rend Lake	47800	11	3	32200	12	3						
537	Richland										33895	3	4
511	Rock Valley				45981	14							
518	Sandburg										28928	5	
506	Sauk Valley				34775	1	4				42649	3	4
531	Shawnee				28600	3	0						
510	South Suburban	57883	3	3	42566	4	5	62189	2	3	35471	2	5
533	Southeastern	32995	7	4									
534	Spoon River							47118	9	2			
601	State Comm. Coll.							34403	5	3			
504	Triton	47981	8	5	61736	2	3	52665	2	5	47728	2	5
516	Waubonsee	63500	6	3	34000	3	3	52750	12	3	57200	5	3
539	Wood	35555	1	3	31784	4	3						
	Number of Persons	21			33			23			33		
	AVERAGES	$47303			$38049			$47480			$42506		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1991
(Continued)

Dist. No.	District	Physical Facil./Grounds Officer			Adult Basic/Secondary Educ.			Director of Athletics			Controller		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
522	Belleville	$41100	5		$52500	2		$38526	11		$		
503	Black Hawk	50708	21	3	49736	17	4	36522	4	3			
508	Chicago	62827	14		41094 (19)	1/5					54827	3	
507	Danville	40574	16	3	33075	2	3				40341	4	3
502	DuPage				65297	6	3	61977	11	3			
509	Elgin	53200	15	3	41000	3	4	36500	6	4			
512	Harper	66073	8	3	54410	7	4	65484	23	4			
519	Highland	44420	10	3				38225	10	3			
514	Illinois Central	53760	11	3							39150	2	3
529	Illinois Eastern										45930	13	2
513	Illinois Valley	33000	1										
525	Joliet	46310	4		40472	6		38160	1		46730	10	
520	Kankakee	42133	12	3				46240	12	3			
501	Kaskaskia	30788	19	3							23498	6	3
523	Kishwaukee	36600	13	3	33550	7	3	28894	5	4			
532	Lake County				32562	2	5	46072	4	4	28567	6	5
517	Lake Land	39000		5	27028	4	4						
536	Lewis & Clark	32400	2	3	34350 (2)	2	3						
526	Lincoln Land	45100	10	4	44356	4	4						
530	Logan	34468 (3)	7	5	47500	2	3				57459	16	3
528	McHenry	39896	10	3	35500	1	4				35700	1	3
524	Moraine Valley	44852	2	3	34433	4	5	35226	7	3	44365	4	3
527	Morton	47253	3	3									
535	Oakton	59972	1	3				55448	18	3	53683	15	3
505	Parkland	62000	2	3				48596	2	3			
515	Prairie State	48181	14		42726	3					37155	2	
521	Rend Lake	38500	3	3	39100	5	3	49000	9	3	29500		3
537	Richland	36907	2	4									
511	Rock Valley	42454	7		41485	7		40534	1		41151	13	
518	Sandburg	39953	14										
506	Sauk Valley	41643	18	4							24594	6	5
531	Shawnee	29600	7					20000	4				
510	South Suburban	49965	9	5	51364	3	3	51132	5	5	56131	12	3
533	Southeastern												
534	Spoon River				28223	2	3						
601	State Comm. Coll.	27485	4	3									
504	Triton	48086	3	4	42383	1	5	53062	1	5	66639	16	3
516	Waubonsee												
539	Wood				29700	2	3				38950	7	3
	Number of Persons	34			42			18			18		
	AVERAGES	$43475			$40854			$43867			$42465		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Section VIII

SUMMARY OF FISCAL YEAR 1991 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1991 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 14 positions community college classified salaries were higher and for 12 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1991*

Title	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	30	$1,183	$2,086	$3,075
Accountant II	28	1,258	2,347	3,438
Account Clerk I	1056	898	1,619	2,582
Account Clerk II	97	783	1,770	2,992
Admissions/Records Clerk	170	888	1,363	1,775
Admissions/Records Supervisor	61	1,330	2,209	2,808
Audio/Visual Services Manager	30	1,224	1,969	3,417
Bookstore Manager	29	886	2,049	3,147
Clerk Typist	732	733	1,386	2,098
Computer Operator I	75	1,047	1,664	2,089
Computer Operator II	43	1,330	1,822	2,626
Computer Programmer I	13	1,211	2,018	3,076
Computer Programmer II	20	1,547	2,211	3,538
Computer Systems Analyst	23	1,925	3,047	4,165
Custodian	471	1,009	1,517	2,071
Custodian Supervisor	59	1,270	2,190	3,599
Keypunch Oper./Data Entry Clerk	52	1,151	1,763	2,709
Library Clerk	179	792	1,550	2,525
Programmer/Analyst	45	1,423	2,559	3,615
Purchasing Clerk	22	1,118	1,504	2,000
Purchasing Supervisor	37	1,567	2,539	3,374
Receptionist/Switchboard Operator	90	863	1,485	2,228
Secretary - General	603	978	1,442	2,179
Secretary - Administrative	336	1,201	1,773	2,580
Secretary - Executive	137	1,461	2,111	2,992
Security Officer/Guard	99	975	1,644	2,103
Security Supervisor	41	1,007	2,655	4,225
Shipping/Receiving Clerk	41	925	1,507	2,288

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1991 SALARIES OF
CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES
WITH UNIVERSITY CIVIL SERVICE SALARIES*

Title	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Difference in Mean Salaries	Percent Difference in Mean Salaries
Accountant I	$1,965	$2,086	$ 121	6.2%
Accountant II	2,264	2,347	83	3.7%
Account Clerk I	1,298	1,619	321	24.7%
Account Clerk II	1,551	1,770	219	14.1%
Admissions/Records Clerk	1,498	1,363	-135	-9.0%
Admissions/Records Supervisor	2,276	2,209	-67	-2.9%
Audio/Visual Services Manager	2,973	1,969	-1,044	-33.8%
Bookstore Manager	2,976	2,049	-927	-31.1%
Clerk Typist	1,102	1,386	284	25.8%
Computer Operator I	1,657	1,664	7	0.4%
Computer Operator II	2,030	1,822	-208	-10.2%
Computer Programmer I	1,519	2,018	499	32.9%
Computer Programmer II	1,864	2,211	347	18.6%
Computer Systems Analyst	3,049	3,047	-2	-0.1%
Custodian	1,691	1,517	-174	-10.3%
Custodian Supervisor	2,300	2,190	-110	-4.8%
Keypunch Oper./Data Entry Clerk	1,228	1,763	535	43.6%
Library Clerk	1,127	1,550	423	37.5%
Purchasing Clerk	2,203	1,504	-699	-31.7%
Purchasing Supervisor	3,577	2,539	-1,038	-29.0%
Secretary - General	1,286	1,442	156	12.1%
Secretary - Administrative	1,831	1,773	-58	-3.2%
Secretary - Executive	2,722	2,111	-611	-22.4%
Security Officer/Guard	1,405	1,644	239	17.0%
Security Supervisor	1,796	2,655	859	47.8%
Shipping/Receiving Clerk	1,315	1,507	192	14.6%

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1990

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1990. Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

SUMMARY OF AVERAGE FISCAL YEAR 1990 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Administrative	$ 704	$8,310	$3,916
9 Month Teaching Faculty	$ 682	$5,965	$3,450
12 Month Teaching Faculty	$ 346	$5,426	$3,441
9 Month Other Professional (Non-teaching)	$ 496	$5,435	$3,386
12 Month Other Professional (Non-teaching)	$ 307	$5,504	$3,228
Classified	$ 741	$5,668	$3,341

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1990

Dist. No.	District	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Social Security	Medicare	Worker's Compensation	Unemployment Insurance	Disability	Free or Partial Tuition for Family	Other
522	Belleville	x			x			x	x	x	x	x	x
503	Black Hawk	x	x	x	x	x*		x	x	x	x	x	x
508	Chicago												
507	Danville	x	x		x			x	x	x	x	x	x
502	DuPage	x	x	x	x			x	x	x		x	x
509	Elgin	x	x		x			x				x	
512	Harper	x	x	x	x	x*		x	x	x	x	x	x
519	Highland	x	x		x			x	x			x	
514	Illinois Central	x	x	x	x			x	x	x	x	x	
529	Illinois Eastern	x		x	x			x	x	x		x	
513	Illinois Valley	x	x		x	x*		x	x	x			
525	Joliet	x	x		x			x	x	x		x	
520	Kankakee	x		x	x	x*		x	x	x	x	x	x
501	Kaskaskia	x	x		x			x	x	x		x	
523	Kishwaukee	x	x	x	x			x	x	x		x	x
532	Lake County	x			x			x	x	x	x	x	x
517	Lake Land	x		x	x			x	x	x		x	
536	Lewis & Clark	x	x	x	x			x	x	x	x		
526	Lincoln Land	x		x	x			x	x	x		x	
530	Logan	x	x	x	x			x	x	x		x	
528	McHenry	x	x	x	x			x	x			x	x
524	Moraine Valley	x			x			x	x	x	x	x	x
527	Morton	x			x			x	x			x	x
535	Oakton	x	x	x	x			x	x	x		x	x
505	Parkland	x	x	x	x			x	x	x	x	x	
515	Prairie State	x	x		x	x*		x	x	x	x	x	
521	Rend Lake	x		x	x			x	x	x		x	
537	Richland	x	x	x	x	x*		x	x	x	x	x	
511	Rock Valley	x		x	x			x	x			x	
518	Sandburg	x		x	x			x	x			x	x
506	Sauk Valley	x	x		x			x	x	x		x	x
531	Shawnee							x	x	x		x	
510	South Suburban	x		x	x			x				x	x
533	Southeastern	x	x	x	x			x	x	x			x
534	Spoon River	x	x	x	x			x	x	x			
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--	--	--	--
504	Triton	x	x	x	x	x*		x	x	x		x	x
516	Waubonsee	x	x	x	x			x	x		x	x	x
539	Wood	x	x	x	x			x	x	x	x	x	x

*Paid for selected teaching administrators only.
-- = Not Applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1990 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Administrative Staff			9-Month Teaching Faculty			12-Month Teaching Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522	Belleville	54	$ 230,038	$4,260	93	$ 412,084	$4,431	6	$ 31,232	$5,205
503	Black Hawk	36	157,209	4,367	136	499,170	3,670	6	21,716	3,619
508	Chicago	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
507	Danville	23	73,003	3,174	56	122,194	2,182	7	15,473	2,210
502	DuPage	46	184,892	4,019	233	796,943	3,420	0	0	0
509	Elgin	36	131,897	3,664	96	367,254	3,826	0	0	0
512	Harper	33	206,151	6,247	172	719,862	4,185	0	0	0
519	Highland	16	47,540	2,971	52	146,400	2,815	0	0	0
514	Illinois Central	41	158,660	3,870	171	636,346	3,721	0	0	0
529	Illinois Eastern	28	57,953	2,070	90	178,836	1,987	13	28,576	2,198
513	Illinois Valley	12	99,722	8,310	73	263,285	3,607	0	0	0
525	Joliet	48	211,092	4,398	142	562,519	3,961	0	0	0
520	Kankakee	19	55,815	2,938	47	107,789	2,293	6	13,246	2,208
501	Kaskaskia	29	103,957	3,585	52	172,460	3,317	0	0	0
523	Kishwaukee	20	38,459	1,923	68	126,795	1,865	0	0	0
532	Lake County	43	123,630	2,875	157	107,021	682	0	0	0
517	Lake Land	16	48,513	3,032	92	268,353	2,917	7	20,447	2,921
536	Lewis & Clark	26	66,105	2,543	80	185,010	2,313	0	0	0
526	Lincoln Land	25	60,309	2,412	113	248,403	2,198	0	0	0
530	Logan	20	76,884	3,844	71	244,301	3,441	0	0	0
528	McHenry	24	163,047	6,794	56	334,061	5,965	0	0	0
524	Moraine Valley	30	153,140	5,105	158	822,696	5,207	24	130,231	5,426
527	Morton	14	66,056	4,718	58	258,178	4,451	0	0	0
535	Oakton	29	149,259	5,147	126	587,527	4,663	0	0	0
505	Parkland	38	112,828	2,969	131	344,861	2,633	0	0	0
515	Prairie State	20	97,284	4,864	84	309,921	3,690	0	0	0
521	Rend Lake	21	44,189	2,104	40	80,431	2,011	12	24,799	2,067
537	Richland	22	94,316	4,287	46	164,740	3,581	0	0	0
511	Rock Valley	32	132,045	4,126	119	479,956	4,033	6	27,678	4,613
518	Sandburg	13	27,189	2,091	50	114,584	2,292	0	0	0
506	Sauk Valley	21	84,504	4,024	47	165,433	3,520	2	7,941	3,971
531	Shawnee	13	9,149	704	25	20,819	833	2	691	346
510	South Suburban	28	92,847	3,316	103	322,890	3,135	0	0	0
533	Southeastern	16	33,880	2,118	43	82,226	1,912	0	0	0
534	Spoon River	13	41,966	3,228	32	103,634	3,239	0	0	0
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
504	Triton	32	189,438	5,920	201	941,742	4,685	0	0	0
516	Waubonsee	23	115,933	5,041	58	263,799	4,548	0	0	0
539	Wood	16	54,265	3,392	0	0		33	104,644	3,171
	TOTALS/AVERAGES	960	$3,759,283	$3,916	3,328	$11,480,297	$3,450	124	$426,674	$3,441

-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1990 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES
(Continued)

Dist. No.	District	9-Month Other (Non-Teaching) Professional Staff			12-Month Other (Non-Teaching) Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522	Belleville	4	$ 9,530	$2,383	8	$ 34,317	$4,290	104	$ 408,757	$3,930
503	Black Hawk	5	12,067	2,413	3	11,798	3,933	188	508,848	2,707
508	Chicago	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
507	Danville	6	10,225	1,704	19	48,785	2,568	97	242,501	2,500
502	DuPage	26	85,224	3,278	0	0	0	405	1,275,817	3,150
509	Elgin	9	42,589	4,732	0	0	0	117	503,939	4,307
512	Harper	23	98,777	4,295	0	0	0	338	1,309,614	3,875
519	Highland	0	0	0	22	46,071	2,094	52	138,472	2,663
514	Illinois Central	7	20,035	2,862	21	70,732	3,368	157	524,212	3,339
529	Illinois Eastern	0	0	0	38	81,236	2,138	96	191,766	1,998
513	Illinois Valley	4	13,846	3,462	10	12,991	1,299	65	174,743	2,688
525	Joliet	9	30,390	3,377	0	0	0	173	632,382	3,655
520	Kankakee	0	0	0	33	94,461	2,862	60	154,864	2,581
501	Kaskaskia	5	14,897	2,979	0	0	0	41	135,555	3,306
523	Kishwaukee	25	46,295	1,852	0	0	0	59	108,662	1,842
532	Lake County	14	6,949	496	4	9,730	2,433	140	343,206	2,451
517	Lake Land	7	22,145	3,164	18	60,348	3,353	70	224,105	3,202
536	Lewis & Clark	0	0	0	35	85,894	2,454	57	130,117	2,283
526	Lincoln Land	10	20,967	2,097	3	6,793	2,264	92	193,644	2,105
530	Logan	0	0	0	13	51,259	3,943	62	177,541	2,864
528	McHenry	8	43,483	5,435	20	110,073	5,504	43	243,724	5,668
524	Moraine Valley	24	124,740	5,198	60	314,883	5,248	166	872,179	5,254
527	Morton	0	0	0	0	0	0	74	343,263	4,639
535	Oakton	21	96,978	4,618	0	0	0	213	616,777	2,896
505	Parkland	8	19,328	2,416	32	75,199	2,350	97	209,410	2,159
515	Prairie State	5	17,413	3,483	0	0	0	83	250,797	3,022
521	Rend Lake	3	5,660	1,887	20	40,666	2,033	46	115,071	2,502
537	Richland	0	0	0	7	29,905	4,272	51	150,184	2,945
511	Rock Valley	7	20,630	2,947	28	117,269	4,188	123	495,463	4,028
518	Sandburg	5	10,650	2,130	4	8,232	2,058	41	89,489	2,183
506	Sauk Valley	2	6,228	3,114	6	19,377	3,230	52	168,494	3,240
531	Shawnee	0	0	0	8	2,454	307	20	14,811	741
510	South Suburban	12	38,347	3,196	0	0	0	127	437,331	3,444
533	Southeastern	0	0	0	0	0	0	30	57,389	1,913
534	Spoon River	3	9,668	3,223	10	32,142	3,214	30	97,660	3,255
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
504	Triton	16	74,313	4,645	0	0	0	280	1,206,216	4,308
516	Waubonsee	3	16,126	5,375	0	0	0	93	445,258	4,788
539	Wood	0	0	0	17	52,430	3,084	35	95,636	2,732
	TOTALS/AVERAGES	271	$917,500	$3,386	439	$1,417,045	$3,228	3,977	$13,287,896	$3,341

-- = Not Applicable
DNA = Data Not Available

Section X

FISCAL YEAR 1991 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1991 weighted average percentage salary increases of full-time faculty, other (non-teaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

Table 22

SUMMARY OF FISCAL YEAR 1991 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	High	State Average
Administrative	0.0%	11.6%	6.7%
Faculty (9 Months)	1.0%	10.9%	6.9%
Faculty (12 Months)	0.0%	10.3%	6.6%
Other (Non-teaching) Professional (9 Months)	0.0%	9.9%	6.0%
Other (Non-teaching) Professional (12 Months)	0.0%	9.5%	7.0%
Classified	0.0%	11.0%	6.5%

*Does not include districts with missing data.

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Table 23

FISCAL YEAR 1991 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Admin.	Teaching Faculty (9 mos.)	Teaching Faculty (12 mos.)	Other (Non-Teaching) Professional (9 mos.)	Other (Non-Teaching) Professional (12 mos.)	Classified
522	Belleville	8.5%	7.8%	9.0%	9.0%	9.4%	7.5%
503	Black Hawk	7.5	10.9	7.0	0.9	5.7	5.6
508	Chicago	10.8	6.9	--	6.9	8.5	10.1
507	Danville	5.0	6.0	0.0	5.0	5.0	6.0
502	DuPage	7.2	8.2	--	8.3	--	8.3
509	Elgin	6.0	DNA	--	DNA	--	6.5
512	Harper	7.4	7.6	--	9.9	--	8.2
519	Highland	7.4	7.3	--	--	8.2	7.6
514	Illinois Central	6.6	6.6	--	6.2	6.6	4.0
529	Illinois Eastern	7.2	7.7	3.9	--	7.6	7.5
513	Illinois Valley	0.0	1.0	--	0.0	0.0	1.7
525	Joliet	6.0	6.0	--	6.0	--	6.0
520	Kankakee	6.4	6.1	6.1	--	5.6	6.2
501	Kaskaskia	0.0	2.6	--	2.0	--	0.0
523	Kishwaukee	5.9	6.2	--	6.4	5.8	*
532	Lake County	7.5	7.5	--	7.5	7.5	11.0
517	Lake Land	6.2	8.7	4.9	5.3	5.3	7.3
536	Lewis & Clark	7.0	8.1	--	--	8.6	8.0
526	Lincoln Land	8.8	9.3	--	8.4	9.0	9.9
530	Logan	5.7	7.8	--	--	7.0	6.5
528	McHenry	7.5	7.4	--	7.3	9.4	8.1
524	Moraine Valley	7.8	8.4	8.0	8.6	7.6	6.7
527	Morton	6.7	7.4	--	6.0	--	6.3
535	Oakton	7.4	7.0	--	7.0	--	7.0
505	Parkland	4.8	6.4	--	5.9	8.8	5.5
515	Prairie State	5.1	5.6	--	5.6	--	5.6
521	Rend Lake	9.0	9.5	9.3	6.9	7.7	6.6
537	Richland	11.6	7.2	--	--	7.2	6.5
511	Rock Valley	6.5	6.7	10.3	6.2	7.6	6.1
518	Sandburg	4.0	5.0	--	5.0	5.0	5.0
506	Sauk Valley	7.9	DNA	DNA	DNA	DNA	7.1
531	Shawnee	8.0	6.7	6.1	--	6.7	5.5
510	South Suburban	5.4	5.6	--	5.7	--	6.3
533	Southeastern	7.1	6.7	--	6.9	9.5	6.6
534	Spoon River	7.1	6.7	--	5.2	6.9	6.7
601	State Comm. Coll.	*	6.3	--	--	5.8	*
504	Triton	7.3	7.9	--	5.0	--	3.2
516	Waubonsee	5.6	4.8	--	4.7	--	5.9
539	Wood	7.3	--	6.7	--	6.9	8.6
	AVERAGES	6.7%	6.6%	6.6%	6.0%	7.0%	6.5%

-- = Not Applicable
DNA = Data Not Available

Section XI

FISCAL YEAR 1990 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1990 and the average total salaries paid to full-time faculty in fiscal year 1990. The fiscal year 1990 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1989 to June 30, 1990.

The state average total fiscal year salary paid to faculty in fiscal year 1990 for those districts reporting data is $6,352 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1990. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 25 contains the fiscal year 1990 average total salary actually paid to administrators, other (non-teaching) professionals, and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1990 AVERAGE TOTAL SALARY ACTUALLY PAID

Dist. No.	District	FY 1990 Full-time Average Faculty Contractual Base Salaries	FY 1990 Full-time Average Faculty Total Salaries	Dollar Difference	Percent Difference
522	Belleville	$40,818	$52,906	$12,088	29.6%
503	Black Hawk	32,195	35,128	2,933	9.1
508	Chicago	43,097	48,418	5,321	12.3
507	Danville	30,532	34,245	3,713	12.2
502	DuPage	41,242	47,521	6,279	15.2
509	Elgin	35,083	47,404	12,321	35.1
512	Harper	44,284	51,463	7,179	16.2
519	Highland	29,480	33,396	3,916	13.3
514	Illinois Central	34,588	42,702	8,114	23.5
529	Illinois Eastern	25,080	35,551	10,471	41.8
513	Illinois Valley	34,019	37,341	3,322	9.8
525	Joliet	40,406	50,321	9,915	24.5
520	Kankakee	30,175	36,062	5,887	19.5
501	Kaskaskia	31,367	35,272	3,905	12.4
523	Kishwaukee	30,456	35,156	4,700	15.4
532	Lake County	47,233	54,702	7,469	15.8
517	Lake Land	29,957	36,387	6,430	21.5
536	Lewis & Clark	34,873	38,421	3,548	10.2
526	Lincoln Land	37,443	40,931	3,488	9.3
530	Logan	32,933	38,781	5,848	17.8
528	McHenry	35,413	40,082	4,669	13.2
524	Moraine Valley	37,864	50,313	12,449	32.9
527	Morton	40,433	42,538	2,105	5.2
535	Oakton	45,126	53,866	8,740	19.4
505	Parkland	36,568	40,960	4,392	12.0
515	Prairie State	35,703	40,783	5,080	14.2
521	Rend Lake	30,307	37,000	6,693	22.1
537	Richland	31,638	36,789	5,151	16.3
511	Rock Valley	36,285	40,820	4,535	12.5
518	Sandburg	29,831	34,622	4,791	16.1
506	Sauk Valley	30,899	35,255	4,356	14.1
531	Shawnee	28,811	32,462	3,651	12.7
510	South Suburban	39,072	48,445	9,373	24.0
533	Southeastern	32,015	35,247	3,232	10.1
534	Spoon River	30,153	34,278	4,125	13.7
601	State Comm. Coll.	27,557	35,401	7,844	28.5
504	Triton	41,737	50,728	8,991	21.5
516	Waubonsee	36,215	40,387	4,172	11.5
539	Wood	*	*	--	--
	TOTALS/AVERAGES	$38,204	$44,556	$6,352	16.6%

*All faculty are on 12-month contracts/40 hours per week.
-- = Not Applicable

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Table 25

FISCAL YEAR 1990
AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS,
OTHER (NON-TEACHING) PROFESSIONALS, AND CLASSIFIED STAFF

Dist. No.	District	Admin.	Other Professional	Classified
522	Belleville	$37,910	$49,266	$17,935
503	Black Hawk	45,259	33,446	20,526
508	Chicago	44,828	28,615	22,631
507	Danville	42,588	24,059	15,815
502	DuPage	60,232	51,955	24,055
509	Elgin	49,415	48,059	22,808
512	Harper	58,931	DNA	DNA
519	Highland	44,484	21,116	16,172
514	Illinois Central	50,977	35,133	21,275
529	Illinois Eastern	34,023	28,055	17,476
513	Illinois Valley	49,520	36,060	18,584
525	Joliet	35,757	42,557	18,911
520	Kankakee	42,166	19,933	15,252
501	Kaskaskia	38,833	37,613	18,370
523	Kishwaukee	43,944	28,281	16,238
532	Lake County	51,619	56,315	22,471
517	Lake Land	42,685	26,427	17,108
536	Lewis & Clark	41,984	23,284	18,366
526	Lincoln Land	42,681	44,142	18,786
530	Logan	48,432	38,665	17,473
528	McHenry	42,155	26,580	17,211
524	Moraine Valley	50,861	30,248	18,221
527	Morton	52,477	47,478	20,445
535	Oakton	58,456	51,673	25,582
505	Parkland	45,286	32,481	19,679
515	Prairie State	46,725	45,928	17,799
521	Rend Lake	42,996	22,733	18,593
537	Richland	41,329	36,000	16,138
511	Rock Valley	44,624	35,024	20,093
518	Sandburg	43,021	25,005	17,390
506	Sauk Valley	41,770	30,890	17,206
531	Shawnee	36,506	23,418	14,638
510	South Suburban	50,880	41,390	16,886
533	Southeastern	37,642	27,856	15,747
534	Spoon River	40,352	22,628	17,083
601	State Comm. Coll.	38,112	29,966	18,002
504	Triton	48,405	40,531	20,227
516	Waubonsee	48,322	40,100	21,388
539	Wood	39,464	26,168	16,480
	AVERAGES	$45,500	$30,579	$20,283

DNA = Data Not Available

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1987 TO 1991

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (non-teaching) professionals (9 and 12 month) for the last five fiscal years. Table 27 presents five years' worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 26

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1987 TO 1991*

	FY 1987	FY 1988	FY 1989	FY 1990	FY 1991
Faculty (9 Month)	$32,787	$34,306	$36,198	$38,124	$40,434
Faculty (12 Month)	29,934	29,356	33,520	34,783	36,381
Administrators (12 Month)	39,109	39,776	41,125	43,881	44,925
Other Professionals (9 Month)	32,468	33,726	35,693	35,466	39,887
Other Professionals (12 Month)	24,059	24,604	25,033	27,024	27,622

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN CONTRACTUAL SALARIES FOR
CONTINUING FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1987 TO 1991*

	FY 1987	FY 1988	FY 1989	FY 1990	FY 1991
Faculty (9 Month)	7.0%**	6.0%	6.2%	6.7%	6.9%
Faculty (12 Month)	7.0%**	4.9%	5.4%	6.7%	6.6%
Administrators (12 Month)	6.6%	5.8%	5.9%	6.6%	6.7%
Other Professionals (9 Month)	6.9%**	5.9%	6.2%	6.7%	6.0%
Other Professionals (12 Month)	6.9%**	5.1%	6.0%	6.7%	7.0%

*Due principally to extensive negotiations not all colleges submitted salary survey data for every year reported in this table.
**Nine- and twelve-month employee salaries were reported together.

SOURCE OF DATA: Fall 1986 to Fall 1990 ICCB Salary Survey Reports.

ERIC Clearinghouse for
Junior Colleges FEB 15 1991